



Benefits Summary

Effective 1/1/2021

BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
TERM OF AGREEMENT	7/1/2017 - 6/30/2020	7/1/2017 - 6/30/2020	7/1/2017 - 6/30/2020	7/1/2017 - 6/30/2020	7/1/2017 - 6/30/2020	7/1/2017 - 6/30/2020
SALARY INCREASES	7/1/2017 - 5.0% 7/1/2018 - 3.0% 7/1/2019 - 3.0%	7/1/2017 - 4.0% 7/1/2018 - 3.5% 7/1/2019 - 3.5%	7/1/2017 - 5.0% 7/1/2018 - 4.0% 7/1/2019 - 4.0%	7/1/2017 - 4.0% 7/1/2018 - 3.5% 7/1/2019 - 3.5%	7/1/2017 - 4.0% 7/1/2018 - 3.5% 7/1/2019 - 3.5%	7/1/2017 - 5.0% 7/1/2018 - 4.0% 7/1/2019 - 4.0%
SHIFT DIFFERENTIAL PAY	Non-sworn Police Department EEs receive 3% of base salary	Grade III Operators - \$1.75/hour on weekends	3% base salary	N/A	N/A	N/A
STANDBY PAY	\$422.49/week	\$426.60/week Wastewater Treatment Plant staff prorated based on days assigned	N/A	\$430.69/week	N/A	N/A
BILINGUAL PAY (Spanish only)	\$600/year	\$600/year	\$600/year	\$600/year	\$600/year	N/A
EDUCATIONAL INCENTIVE PAY	AA/AS - \$75/month BA/BS - \$125/month MA/MS - \$175/month	N/A	AA/AS/POST Int.-2.5% base salary BA/BS/POST Adv.- 5% base salary Master's - 7.5% base salary	N/A	N/A	AA/AS/POST Int.-2.5% base salary BA/BS/POST Adv.- 5% base salary Master's - 7.5% base salary
TRAINER INCENTIVE PAY	Police Dispatchers/Supervisors assigned as a trainer-5% base salary	N/A	FTO - 5% base salary	N/A	N/A	N/A
MANAGEMENT INCENTIVE PAY	N/A	N/A	N/A	N/A	N/A	N/A
OTHER PAY	N/A	Cross Training - \$350/year	Special Assignment-5% base salary	N/A	N/A	N/A
COMPENSATORY TIME	Max Annual Accrual: 60 hours Community Services Officers - 80 hours	Max Annual Accrual: 60 hours Solid Waste Equipment Operators and Lead Workers - 80 hours	Max Annual Accrual: 80 hours	N/A	N/A	N/A
UNIFORM ALLOWANCE	Uniformed members in PD - \$500/year Police Dispatcher/Supervisor - \$750/year Community Service Officer - \$1,000/year	N/A	\$1,500/year	N/A	N/A	\$1,500/year
MEDICAL CalPERS Health	City Contribution \$1,667/month	City Contribution \$1,667/month	City Contribution \$2,115.46/month	City Contribution \$1,667/month	City Contribution \$1,667/month	City Contribution \$2,115.46/month
CASH IN LIEU OF MEDICAL	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300

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BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
DENTAL	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month
VISION	City Paid \$32.95/month	City Paid \$32.95/month	City Paid \$32.95/month	City Paid \$32.95/month	City Paid \$32.95/month	City Paid \$32.95/month
EE ASSISTANCE PROGRAM (EAP)	City Paid \$3.89/month	City Paid \$3.89/month	City Paid \$3.89/month	City Paid \$3.89/month	City Paid \$3.89/month	City Paid \$3.89/month
LIFE & AD&D INSURANCE	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life -City Paid \$20,000 \$0.187/\$1,000 month AD&D - City Paid \$40,000 \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life -City Paid \$20,000 \$0.187/\$1,000 month AD&D - City Paid \$100,000 \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000:\$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage
LONG TERM DISABILITY	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	N/A	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered
SHORT TERM DISABILITY	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	N/A	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered

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Effective 1/1/2021

BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
RETIREMENT CalPERS	Tier 1: 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% Tier 2: 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% Tier 3: 2% at 62 - New PERS Members hired after 1/1/13; EE 6.75%; ER 12.006%	Tier 1: 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% Tier 2: 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% Tier 3: 2% at 62 - New PERS Members hired after 1/1/13; EE 6.75%; ER 12.006%	Tier 1: 3% at 50 - hired on/before 9/1/12; EE 9%; ER 25.391% Tier 2: 3% at 55 - hired after 9/1/12; EE 9%; ER 20.585% Tier 3: 2.7% at 57 - New PERS Members hired on/after 1/1/13; EE 13%; ER 13.044%	Tier 1: 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% Tier 2: 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% Tier 3: 2% at 62 - New PERS Members hired after 1/1/13; EE 6.75%; ER 12.006%	Tier 1: 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% Tier 2: 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% Tier 3: 2% at 62 - New PERS Members hired after 1/1/13; EE 6.75%; ER 12.006%	Tier 1: 3% at 50 - hired on/before 9/1/12; EE 9%; ER 25.391% Tier 2: 3% at 55 - hired after 9/1/12; EE 9%; ER 20.585% Tier 3: 2.7% at 57 - New PERS Members hired on/after 1/1/13; EE 13%; ER 13.044%
DEFERRED COMPENSATION 457 PLAN	Voluntary EE contributions	Voluntary EE contributions	Voluntary EE contributions	City Contributions \$110/month matching 2% of salary no matching Voluntary EE contributions	City Contributions \$110/month matching 3% of salary no matching Voluntary EE contributions	City Contributions \$110/month matching 3% of salary no matching Voluntary EE contributions
SOCIAL SECURITY	Social Security The City does not pay in to Social Security.	Social Security The City does not pay in to Social Security.	Social Security The City does not pay in to Social Security.	Social Security The City does not pay in to Social Security.	Social Security The City does not pay in to Social Security.	Social Security The City does not pay in to Social Security.
RETIREE HEALTH SAVINGS ACCOUNT	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$200/month EE hired on/after 7/1/12	City Paid \$50/month - EE hired between 10/1/10 & 7/1/12 \$100/month - EE hired on/after 7/1/12	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$200/month EE hired on/after 7/1/12
RETIREE MEDICAL	Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$143/month	Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$143/month	Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$143/month	Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$143/month	Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$143/month	Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$143/month
HOLIDAYS	12 days (8 hr days)	12 days	13 days	12 days	12 days	13 days

Benefits Summary

Effective 1/1/2021

BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
FLOATING HOLIDAYS	2 days	2 days	2 days	2 days	2 days	2 days
HOLIDAY RATE	EEs required to work holidays will be paid at 1 1/2 times their regular rate of pay for all hours worked	EEs required to work holidays will be paid 1 1/2 times their regular rate of pay for up to 5 hours worked, and their regular rate of pay thereafter	EEs required to work holidays will be paid 1 1/2 times their regular rate of pay for up to 5 hours worked, and their regular rate of pay thereafter	N/A	N/A	N/A
VACATION ACCRUAL	<p>Years of Service</p> <p>0 - 3 11 days</p> <p>3 - 7 16 days</p> <p>7 - 12 21 days</p> <p>12+ 26 days</p> <p>CSOs (hired on/before 7/1/12)</p> <p>0 - 5 16 days</p> <p>5 - 10 21 days</p> <p>10+ 26 days</p>	<p>Years of Service</p> <p>0 - 3 11 days</p> <p>3 - 7 16 days</p> <p>7 - 12 21 days</p> <p>12+ 26 days</p>	<p>Years of Service (hired after 6/1/98)</p> <p><3 9 days</p> <p>3 - 7 13 days</p> <p>7 - 12 17 days</p> <p>12+ 21 days</p> <p>Hired on/before 6/1/98</p> <p><5 13 days</p> <p>5 - 12 18 days</p> <p>12 - 20 23 days</p> <p>20+ 28 days</p>	<p>Years of Service</p> <p>0 - 5 16 days</p> <p>5 -10 21 days</p> <p>10+ 26 days</p>	<p>Years of Service</p> <p>0 - 5 16 days</p> <p>5 -10 21 days</p> <p>10+ 26 days</p>	<p>Years of Service</p> <p>0 - 5 16 days</p> <p>5 -10 21 days</p> <p>10+ 26 days</p>
SICK LEAVE	8 hours/month	8 hours/month	8 hours/month	8 hours/month	8 hours/month	8 hours/month
LONGEVITY	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment
PERSONAL TIME OFF	N/A	N/A	20 hours/year	40 hours/fiscal year	40 hours/fiscal year	40 hours/year
ADMINISTRATIVE/EXECUTIVE LEAVE	N/A	N/A	N/A	N/A	N/A	N/A
BEREAVEMENT LEAVE	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country

Benefits Summary

Effective 1/1/2021

BENEFIT	Captains	Assistant Directors	Department Directors	City Attorney	City Manager
TERM OF AGREEMENT	Unrepresented, at-will	Unrepresented, at-will	Unrepresented, at-will	Contract effective 7/1/2017	Contract effective 2/3/2020
SALARY INCREASES	7/1/2017 - 5.0% 7/1/2018 - 4.0% 7/1/2019 - 4.0%	7/1/2017 - 4.0% 7/1/2018 - 3.5% 7/1/2019 - 3.5%	Non-Sworn / Sworn 7/1/2017 - 4.0% 5% 7/1/2018 - 3.5% 4% 7/1/2019 - 3.5% 4%	Reviewed annually	Reviewed annually
SHIFT DIFFERENTIAL PAY	N/A	N/A	N/A	N/A	N/A
STANDBY PAY	N/A	N/A	N/A	N/A	N/A
BILINGUAL PAY (Spanish only)	N/A	N/A	\$600/year	N/A	N/A
EDUCATIONAL INCENTIVE PAY	AA/AS/POST Int.-2.5% base salary BA/BS/POST Adv.- 5% base salary Master's - 7.5% base salary	N/A	Police Chief AA/AS/POST Int.-2.5% base salary BA/BS/POST Adv.- 5% base salary Master's - 7.5% base salary	N/A	N/A
TRAINER INCENTIVE PAY	FTO - 5% base salary	N/A	N/A	N/A	N/A
MANAGEMENT INCENTIVE PAY	N/A	N/A	11 hours/month	N/A	N/A
OTHER PAY	N/A	N/A	N/A	N/A	N/A
COMPENSATORY TIME	N/A	N/A	N/A	N/A	N/A
UNIFORM ALLOWANCE	\$1,500/year	N/A	Police Chief - \$1,500/year	N/A	N/A
MEDICAL CalPERS Health	City Contribution \$2,115.46/month	City Contribution \$1,667/month	City Contribution \$1,667/month \$2,115.46/month Police Chief	City Contribution \$1,667/month	City Contribution \$1,667/month
CASH IN LIEU OF MEDICAL	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	Per Month Hired on/before 5/1/14 discontinue - \$668.63 Hired after 5/1/14-\$300	\$300/month	\$300/month

Benefits Summary

Effective 1/1/2021

BENEFIT	Captains	Assistant Directors	Department Directors	City Attorney	City Manager
DENTAL	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month	City Paid EE Only - \$60.02/month EE +1 - \$111.92/month EE + Family - \$182.11/month
VISION	City Paid \$32.95/month	City Paid \$32.95/month	City Paid \$32.95/month	City Paid \$32.95/month	City Paid \$32.95/month
EE ASSISTANCE PROGRAM (EAP)	City Paid \$3.89/month	City Paid \$3.89/month	City Paid \$3.89/month	City Paid \$3.89/month	City Paid \$3.89/month
LIFE & AD&D INSURANCE	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.187/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouses/partners, and child coverage
LONG TERM DISABILITY	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered	City Paid 66 2/3% of first \$15,000 income 90 day waiting period \$.95/\$100 covered
SHORT TERM DISABILITY	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.267/\$100 covered

Benefits Summary

Effective 1/1/2021

BENEFIT	<u>Captains</u>	<u>Assistant Directors</u>	<u>Department Directors</u>	City Attorney	City Manager
RETIREMENT CalPERS	<p>Tier 1: 3% at 50 - hired on/before 9/1/12; EE 9%; ER 25.391%</p> <p>Tier 2: 3% at 55 - hired after 9/1/12; EE 9%; ER 20.585%</p> <p>Tier 3: 2.7% at 57 - New PERS Members hired on/after 1/1/13; EE 13%; ER 13.044%</p>	<p>Tier 1: 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12%</p> <p>Tier 2: 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006%</p> <p>Tier 3: 2% at 62 - New PERS Members hired after 1/1/13; EE 6.75%; ER 12.006%</p>	<p>Tier 1: 2.7% at 55 hired on/before 10/1/10; EE 8%; ER 12% 3% at 50 Police Chief hired on/before 9/1/12; EE 9%; ER 25.391%</p> <p>Tier 2: 2% at 60 hired after 10/1/10; EE 7%; ER 12.006% 3% at 55 Police Chief hired on/after 9/1/12; EE 9%; ER 20.585%</p> <p>Tier 3: 2% at 62 New PERS Members hired after 1/1/13; EE 6.75%; ER 12.006% 2.7% at 57 Police Chief hired on/after 1/1/13; EE 13%; ER 13.044%</p>	<p>Tier 1: 2.7% at 55; EE 8%; ER 12%</p>	<p>Tier 2: 2% at 60; EE 7%; ER 12.006%</p>
DEFERRED COMPENSATION 457 PLAN	<p>City Contributions \$110/month matching 4% of salary no matching Voluntary EE contributions</p>	<p>City Contributions \$110/month matching 4% of salary no matching Voluntary EE contributions</p>	<p>City Contributions \$110/month matching Voluntary EE contributions</p>	Voluntary EE contributions	Voluntary EE contributions
SOCIAL SECURITY	<p>Social Security The City does not pay in to Social Security.</p>	<p>Social Security The City does not pay in to Social Security.</p>	<p>Social Security The City does not pay in to Social Security.</p>	<p>Social Security The City does not pay in to Social Security.</p>	<p>Social Security The City does not pay in to Social Security.</p>
RETIREE HEALTH SAVINGS ACCOUNT	<p>City Paid \$100/month EE hired on/after 7/1/12</p>	<p>City Paid \$100/month EE hired on/after 7/1/12</p>	<p>City Paid \$100/month EE hired on/after 7/1/12</p>	N/A	N/A
RETIREE MEDICAL	<p>Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$143/month</p>	<p>Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$143/month</p>	<p>Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution Non-sworn \$1,326.63/month sworn \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$143/month</p>	<p>Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$143/month</p>	<p>Retired Prior to 7/1/2012 City Contribution \$1,627.28/month Current Employees hired prior to 7/1/ 2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$143/month</p>
HOLIDAYS	12 days	12 days	12 days	12 days	12 days

Benefits Summary

Effective 1/1/2021

BENEFIT	Captains	Assistant Directors	Department Directors	City Attorney	City Manager
FLOATING HOLIDAYS	2 days	2 days	2 days	2 days	2 days
HOLIDAY RATE	N/A	N/A	N/A	N/A	N/A
VACATION ACCRUAL	<u>Years of Service</u> 0 - 5 16 days 5 -10 21 days 10+ 26 days	<u>Years of Service</u> 0 - 5 16 days 5 -10 21 days 10+ 26 days	<u>Years of Service</u> 0 - 5 16 days 5 -10 21 days 10+ 26 days	312 hours/year	207.96 hours/year 312 max accrual 24 hours upon hire
SICK LEAVE	8 hours/month	8 hours/month	8 hours/month	8 hours/month	8 hours/month
LONGEVITY	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment
PERSONAL TIME OFF	N/A	40 hours Non-Sworn July 1 of each year Sworn May 1 of each year	N/A	N/A	N/A
ADMINISTRATIVE/ EXECUTIVE LEAVE	N/A	N/A	N/A	60 hours per fiscal year	N/A
BEREAVEMENT LEAVE	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country